



Health Services

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March 23, 2009

TO: Each Supervisor

FROM: John F. Schunhoff, Ph.D. 
Interim Director

SUBJECT: **HEALTH CARE WORKFORCE DEVELOPMENT
PROGRAM FY 2008-2009 SECOND QUARTER
REPORT- OCTOBER 1 THROUGH DECEMBER 31, 2008**

Since 2001, the Board directed the Department of Health Services (DHS) to prepare quarterly reports on the Health Care Workforce Development Program (HCWDP). The following report summarizes the HCWDP educational activities for the second quarter of Fiscal Year 2008-2009, October 1 through December 31, 2008.

Nurse Education Program

- 21 HCWDP students were promoted to RN.
- 13 HCWDP students passed their Board exams for RN and are awaiting promotion.
- 12 HCWDP students graduated from the RN Program in December 2008 and are preparing to take the Board exams.
- 2 HCWDP students were promoted to LVN.
- 6 HCWDP students passed their Board exams for LVN.
- 13 HCWDP students completed the LVN Program at the Los Angeles Unified School District and graduated December 2008 and will begin preparing for their licensure exam.
- 59 students are continuing their RN education sponsored by HCWDP at the College of Nursing and Allied Health.
- 262 students are enrolled in the pipeline preparing to enter health care career path programs.
- 8 DHS Registered Nurses completed a Nurse Clinical Instructor Course.

Psychiatric Technician Program

- 3 HCWDP students, who completed the program in the summer, passed their Board exams and are awaiting promotion.
- 4 HCWDP students graduated in December 2008 and are studying to pass their Board exams.
- 1 student is continuing in the program at Cypress College.

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Health Information Technologist/Medical Record Program

- 3 HCWDP graduates of programs that finished last year promoted to Health Information Technician Trainee.

Health Care Careers College Pre-Requisite Courses

HCWDP sponsored the following Los Angeles Community College District science pre-requisite courses needed to enter health care professional career programs for DHS employees who had difficulty accessing these courses at times and locations suited for working students.

Laboratory Science courses:

- 8 DHS students completed Physiology

Social Science courses:

- 17 DHS students completed Psychology 41
- 23 DHS students completed Speech 101

Basic Academic Skills Courses

HCWDP sponsors academic skills courses designed by the Worker Education & Resource Center (WERC) instructors for working adults. The courses are contextualized for health care careers, integrating themes from health care settings, along with time/management, study and test-taking skills, and critical thinking.

- 81 DHS students completed contextualized Basic Academic Skills Courses – Building Skills in English and Math Level 1-2 or a Nursing Preparation Workshop.
- 10 custodians at LAC+USC Medical Center completed a Math Skills Workshop designed especially for them by WERC instructors.
- 60 DHS students enrolled in a College Entrance Exam Preparation Course for nursing students.

Skills Enhancement Workshops

HCWDP sponsors information technology and Spanish language courses geared to the specific needs of DHS employees. These courses are taught by WERC instructors and contextualize the material to the occupational needs of the students.

- 71 DHS students completed HCWDP Computer courses in Internet and Research Techniques, Excel 1 and 2, Word I, Microsoft Access Basics, Power Point I and Skills Enhancement.
- 39 DHS students completed Spanish for Nurses Level 1.

Management Development Program

The HCWDP partnered with Rancho Los Amigos National Rehabilitation Center (RLANRC) in March 2008 to fund the implementation leadership initiative known as "Leaders are Learners." The Leaders are Learners program is designed to provide a high-impacting learning experience for selected SEIU 721 represented employees who have the potential for advancing to a manager-level position. This critical strategy proactively ensures the Department of Health Services has the necessary leadership talent to sustain long-term success. Program goals include:

- Preparing future leaders to take on higher and broader roles and responsibilities within DHS.
- Creating an environment that fosters leaders interacting and learning from each other.
- Helping participants take a critical look at themselves and their current leadership capabilities, and develop an individualized learning plan that could help them increase their likelihood of success in current and future leadership roles.

Fifteen DHS employees, with RLANRC, completed the "Leaders are Learners" training program on January 9, 2009, and were honored at a graduation luncheon held at the facility.

If you have any questions or need additional information, please contact Diane Factor at (213) 639-2220.

JFS:ggc
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c: Chief Executive Officer
County Counsel
Executive Officer, Board of Supervisors
Local 721, SEIU
HCWDP, Director